



Typical steps in the grievance process

- 1) *Informal discussion* between the employee and/or union steward and the supervisor / manager.
- 2) The Union submits or files the *written grievance*.
- 3) The parties hold a *grievance meeting* to discuss the grievance.
- 4) The Employer sends a *written response* to the Union's grievance.
- 5) The Union sends a letter to the Employer, *demanding to arbitrate* the grievance.
- 6) *Arbitration* – The Employer and the Union present their evidence and arguments to a neutral arbitrator at a hearing; the arbitrator hears the case and issues a decision a/k/a the arbitrator's *award*.

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